



MEMORANDUM

February 15, 2010

To: Carl Metzger, City Manager
Re: AFSCME Union Contract

Collective bargaining between the City and AFSCME Local 1868 has been concluded and the Union membership has ratified the agreement. A summary of the significant changes is provided below:

- Three year contract July 1, 2010 – June 30, 2013
- Wages:
 - ❖ FY11 July 1, 2010, employees will receive 0% across the board increase.
 - ❖ FY12 July 1, 2011, employees will receive a wage increase equal to the percentage increase, if any, in the CPI-W (KC) for the 2010 calendar year.
 - ❖ FY13 July 1, 2012, employees will receive a wage increase equal to the percentage increase, if any, in the CPI-W (KC) for the 2011 calendar year. All eligible employees will receive a one step increase. The parties further agree that the City will identify all employees who are eligible for a second step increase as of June 30, 2013, and said step increase will commence with the first pay check in July 2013.
- City guarantee of no layoffs during the first two years of the agreement.
- Comp time increased from 50 hour maximum to 80 hour maximum
- Insurance: Plan design changes include \$500/\$1000 Deductible, \$1000/\$2000 Out of Pocket Maximum, \$15 office visit co-pay, Rx co-pay \$15/\$30.
- Added standby pay of \$10 per day for employees on call.

The agreement is submitted to the City Council for approval and authorization to sign.

Jim Spradling
Assistant City Manager